

Application No. 10/753,270

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*AMENDMENTS TO THE CLAIMS*

This listing of claims replaces all prior versions, and listings, of claims in the application.

1. (Withdrawn) A method for efficiently accessing, engaging and managing human resources, the method comprising the steps of:

identifying a task that must be performed;

dividing the task into types of atomic unit of work that can be performed by persons with specialized training;

determining a payment for each atomic unit of work of the identified type;

identifying candidates capable of performing the type of atomic unit of work by consulting a knowledge-base, which includes data that (a) uniquely identifies each candidate, (b) indicates the qualifications of each candidate, (c) indicates an assessment of each candidate's ability to perform the type of atomic unit of work relative to other candidates' ability to perform the same type of atomic unit of work; and (d) indicates the quality of actual performance of atomic units of work if the candidate has previously performed such atomic units of work;

selecting at least one of the identified candidates to perform atomic units of work of the identified type;

paying the selected candidate the determined payment for each performed atomic unit of work of the identified type.

2. (Withdrawn) The method of claim 1 further comprising the step of determining an assessment of the quality of performance of the atomic units of work by the selected candidate.

3. (Withdrawn) The method of claim 2, wherein the step of determining an assessment includes the step of comparing the performance of the atomic units of work by the selected candidate against an objective criterion.

4. (Withdrawn) The method of claim 3, wherein the step of comparing includes comparing the timeliness of the performance of the atomic units of work by the selected candidate against predetermined deadlines for performance.

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5. (Withdrawn) The method of claim 3 further comprising the step of adding data to the knowledge-base that is indicative of the determined assessment of the performance of the selected candidate.

6. (Withdrawn) The method of claim 1, wherein the step of paying is conducted before learning the personal identity of the selected candidate.

7. (Withdrawn) The method of claim 1, wherein the payment to the selected candidate is free of employment taxes.

8. (Withdrawn) The method of claim 1 further comprising the step of authenticating that the selected candidate is actually the person uniquely identified by data in the knowledge-base.

9. (Withdrawn) The method of claim 1 further comprising the step of receiving results of each atomic unit of work from the selected candidate via the Internet.

10. (Withdrawn) The method of claim 1 further comprising the step of receiving results of each atomic unit of work from the selected candidate via a human-centric trusted computing environment that uses the Internet as the transmission medium.

11. (Withdrawn) The method of claim 10 further comprising the step of continuously verifying with biometric data that each transmission via the trusted computing environment was actually made by the selected candidate.

12. (Withdrawn) The method of claim 11 further comprising the step of correlating different biometric data with an established ability to perform at least one type of atomic unit of work.

13. (Withdrawn) The method of claim 1 further comprising the step of training the selected candidate to perform at least one type of atomic unit of work.

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14. (Withdrawn) The method of claim 13 further comprising the step of testing the selected candidate to determine whether the selected candidate can perform the at least one type of atomic unit of work.

15. (Withdrawn) The method of claim 1 further comprising the step of re-identifying a type of atomic unit of work that can be performed by persons with specialized training to meet an objective criterion

16. (Currently Amended) A method for efficiently accessing, engaging and managing human resources to perform a task, the method comprising the steps of:

determining several types of atomic units of work needed to perform a task;

announcing to a pool of potential applicants a need to have at least one type of atomic unit of work performed, wherein the work is capable of being transmitted electronically over the Internet and wherein the pool includes at least one applicant who is qualified to perform the at least one type of atomic unit of work;

~~receiving applications to perform the at least one type of atomic unit of work;~~

selecting at least one candidate from within the pool ~~from the received applications to~~ perform the at least one type of atomic unit of work;

negotiating a payment for each atomic unit of work with the at least one selected candidate;

paying each selected candidate the negotiated payment for each atomic unit of work performed.

17. (Original) The method of claim 16, wherein the pool of applicants is limited to those having certain predetermined credentials.

18. (Original) The method of claim 16 further comprising the step of determining the pool of potential candidates via an indirect message delivery process.

19. (Original) A method for efficiently performing a task, the method comprising the steps of:

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separating the task into subparts, wherein certain of the subparts may be performed on an atomic unit basis by a pool of potential workers;

determining the type of atomic units of work needed to perform the subparts of the task that may be performed on an atomic unit basis;

selecting at least one candidate to perform each type of atomic unit of work;

receiving the work product for each performed atomic unit of work over the Internet;

paying each selected candidate for each received atomic unit of work on a predetermined basis.

20. (Withdrawn) An administrative system for employing workers in a distributed environment comprising:

a knowledge-base of information as to potential workers;

a communication subsystem that communicates via a trusted computing environment with potential employers and potential workers, neither of which operate the administrative system;

a selection subsystem that selects a pool of potential workers based on input provided by an actual employer;

a reporting subsystem that provides to the actual employer a list of the selected pool of applicants;

a tracking subsystem that tracks the atomic units of work performed by workers chosen by the actual employer to perform select atomic units of work; and

a payment subsystem that pays workers for performed select atomic units of work by drawing off an electronic account that is funded by the actual employer but accessible to the payment subsystem.

21. (New) A method for efficiently utilizing the skills of individual independent contractors, whose individual skills have been input as searchable data in an electronic database, the method comprising the steps of:

searching the database to identify a group of individual independent contractors whose skills, as indicated by the data in the database, match the criteria necessary to complete a type of atomic unit of work;

offering to the individual independent contractors in the identified group an

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opportunity to perform the type of atomic units of work;

selecting at least one individual independent contractor from the group to perform the type of atomic units of work;

providing the selected individual independent contractor with uncompleted atomic units of work;

receiving the work product for each completed atomic unit of work from the selected individual independent contractor over the Internet;

paying the selected individual independent contractor for each completed atomic unit of work.

22. (New) The method of claim 21, wherein a type of atomic unit of work is reviewing a document of predetermined length for typographical errors.

23. (New) The method of claim 21, wherein a type of atomic unit of work is transcribing dictation of a predetermined duration.

24. (New) The method of claim 23, wherein the predetermined duration is ten minutes.

25. (New) The method of claim 21, wherein a type of atomic unit of work is verifying data relating to an insurance claim.

26. (New) The method of claim 25, wherein data relating to an insurance claim includes a description of the events leading to the claim.

27. (New) The method of claim 21, wherein an atomic unit of work is processing an invoice in an accounts payable file.

28. (New) The method of claim 21, wherein the criteria necessary to complete the type of atomic unit of work includes the ability to read the English language.

29. (New) The method of claim 21, wherein the criteria necessary to complete the

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type of atomic unit of work includes a high school diploma.

30. (New) The method of claim 21, wherein the criteria necessary to complete the type of atomic unit of work includes a certification of completion of specialized training pertaining to the type of atomic unit of work.

31. (New) The method of claim 21, wherein the criteria necessary to complete the type of atomic unit of work includes a predetermined level of prior experience in conducting the type of atomic unit of work.

32. (New) The method of claim 31, wherein the predetermined level of prior experience is the prior completion of 100 atomic units of work of the type of atomic unit of work.